2018

[OBE DESIGN- PUBLIC ADMINISTARTION DEPARTMENT]

DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY AURANGABAD-431 001

PREFACE

Outcome Based Education (OBE) is the educational approach which focuses on student centric education in the context of development of personal, social, professional and knowledge (KSA) requirements in one's career and life. It is the decade ago curriculum development methodology. The educational triangle of *LEARNING-ASSESSMENT-TEACHING* is the unique nature of the OBE approach. The curriculum practices such as Competency Based Curriculum, Taylor's Model of Curriculum Development, Spadys' Curriculum principles, Blooms taxonomy and further use of assessment methodologies like, Norm-reference testing and Criterion reference testing, etc is being practiced since decades. It is also interesting to know that, globally, different countries and universities adopts the curriculum development models/approaches such as, CDIO (Conceive-Design-Implement-Operate), Evidenced Based Education, Systems' Approach, etc as the scientific and systematic approaches in curriculum design.

The authorities of Dr. Babasaheb Ambedkar Marathwada University, Aurangabad (M.S.) in-lieu of accreditation standards of National Assessment and Accreditation Council, decided to opt for Outcomes Based Education (OBE). As the part of the decision, different meetings, workshops and presentations were held at the campus of university.

This document is the outcome of different meetings and workshops held at university level and department level. The detailed document is designed and the existing curriculum of the department is transformed in to the framework of OBE. This is the first step towards the implementation of OBE in the department. The document will serve all stakeholders in the effective implementation of the curriculum. The OBE is continuous process for quality enhancement and it will go a long way in order to enhance the competencies and employability of the graduates/Post-graduates of the university department.

Head of Department

INDEX

OUTCOME BASED EDUCATION

Faculty of Humanities

Department of Public Administration

1. Mission:

Mission Statement
- To offer post-graduate and research program in Public Administration.
- To develop the globally competent manpower for managing administration at different public and private organizations.
- To undertake research in the domain of public administration and evolve the models of administrations.
- To conduct manpower development programmes in the domain of administration and management.

2. Vision:

Vision Statement
- The department envisions being the centre for research, development and training in the domain of global public administration practices.
- The department vision is to develop the value based and ethical organizational leaders and professionals.

3. Title of the Program (s):
a. **Master of Public Administration**

4. Program Educational Objectives:
The program educational objectives (PEO) are the statement that describes the career and professional achievement after the program of studies (graduation/ post-graduation). The PEO s are driven form question no. (ii) of the Mission statement (What is the purpose of organization). The PEOs can be minimum three and maximum five.
PE01: In-depth knowledge of management and administration the private and public sector and apply the principles and theories in organizational & human development.

PEO2: To provide the professional services to private and public organization through competitive examination.

PEO3: To provide expertise and consultancy services in the private and public sector and to be an entrepreneur/professional consultant.

PEO4: To opt for higher education, research and to be a life-long learner.

PEO5: To provide value based and ethical leadership to the profession and social life.

5. Program Outcomes:

The program outcomes (PO) are the statement of competencies/ abilities. POs are the statement that describes the knowledge and the abilities the graduate/ post-graduate will have by the end of program studies.

a. Apply knowledge of management theories and practices to develop organization and to solve administrative problems.
b. Foster Analytical and critical thinking abilities for data-based decision making.
c. Ability to develop Value based Leadership ability.
d. Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of administration and organization development.
e. Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment

6. Course- Program outcome Matrix:

The Program Outcomes are developed through the curriculum (curricular/co-curricular-extra-curricular activities). The program outcomes are attained through the course implementation. As an educator, one must know, ***"to which POs his/her course in contributing?"***. So that one can design the learning experiences, select teaching method and design the tool for assessment. Hence, establishing the Corse-PO matrix is essential step in the OBE. The course-program outcomes matrix indicates the co-relation between the courses and program outcomes. The CO-PO matrix is the map of list of courses contributing to the development of respective POs.

The **CO-PO MATRIX** is provided in the below table.

Course Title	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2
Modern Administrative theory	*	*	*	*			
Administrative thinkers		*	*	*			
Comparative public administration & USA	*	*	*				
Human Resource Management	*	*	*				
Recent issues in Indian Administration	*	*	*	*			
Management Thinkers		*	*	*			
Office Management	*	*					
Local self-governance England, France & China		*	*	*			
Co-operative administration in India		*	*	*			
Research Methodology	*	*			*		
Public Policy							
Agricultural Administration in India		*	*	*	*		
Economic administration in India		*	*	*	*		
Public Relations	*	*					
Globalization in public relation context		*	*	*	*		
Post Modern Public administration		*	*	*	*		
Administration of International organization		*	*	*	*		
Management Science		*	*	*			

7. Course Outcomes (for all courses):

The course outcomes are the statement that describes the knowledge & abilities developed in the student by the end of course (subject) teaching. The focus is on development of abilities rather than mere content. There can be 5 to 7 course outcomes of any course. These are to be written in the specific terms and not in general. The list of Course Outcomes is the part of **_Annexure-C_** attached herewith.

8. Set Target levels for Attainment of Course Outcomes:

The course outcome attainment is assessed in order to track the graduates' performance w.r.t target level of performance. The CO-PO attainment is the tool used for continuous improvement in the graduates' abilities through appropriate learning & teaching strategies. In order to assess students' performance with respect to abilities (at the end of course teaching/by the end of program) the course outcome attainment are measured/calculated. In order to calculate the

program outcome attainment, the course outcome attainment is calculated. Prior to that, the course-program outcome mapping is done.

9. Set Target level for Attainment of Program Outcomes:

The program outcome attainment is assessed in order to track the graduates' performance w.r.t target level of performance. The CO-PO attainment is the tool used for continuous improvement in the graduates' abilities through appropriate learning & teaching strategies. In order to assess students' performance with respect to abilities (at the end of course teaching/by the end of program) the course outcome attainment and program outcome attainment is measured/calculated. The program outcome attainment is governed by curricular, co-curricular and extra-curricular activities including the stakeholders' participation. The direct method and indirect method is adopted to calculate the PO attainment. The direct method implies the attainment by course outcomes contributing to respective program outcomes. And indirect method is the satisfaction/feed-back survey of stakeholders. In order to calculate the program outcome attainment, the course outcome attainment is calculated. Prior to that, the course-program outcome mapping is done.

The set target level is the set benchmark to ensure the continuous improvements in the learners/ graduates' performance.

10. Course Attainment Levels:

a. CO attainment is defined/set at three levels;
b. The CO attainment is based on end term examination assessment and internal assessment;
c. The Co attainment is defined at three levels in ascending order-
    i. e.g. For end term and internal examination;
    ii. Level-1: 20% students scored more than class average
    iii. Level-2: 30% students score more than class average;
    iv. Level-3: 40% students score more than class average.
d. The target level is set (e.g. Level-2). It indicates that, the current target is level-2; 30% students score more than class average. The CO attainment is measured and the results are obtained. Based on the results of attainment, the corrective measures/remedial action are taken.
e. CO Attainment= 80% (Attainment level in end term examination) + 20% (Attainment level in internal examination).

11. Program attainment Level:

a. PO attainment is defined at five levels in ascending order;
b. The PO attainment is based on the average attainment level of corresponding courses (Direct Method) and feed-back survey (Indirect method);
c. The PO attainment levels are defined / set as stated below;
    i. Level-1: Greater than 0.5 and less than 1.0 (0.5>1)- Poor
    ii. Level-2: 1.0>1.5-Average

   iii. Level-3: 1.5>2.0-Good

   iv. Level-4: 2.0>2.5-Very Good

   v. Level-5: 2.5>3.0 -Excellent

d. The PO attainment target level is set/defined (say, Level-3). It implies that, the department is aiming at minimum level-3 (good) in the performance of abilities by the graduates. Based upon the results of attainment, the remedial measures are taken;

e. PO Attainment= 80% (Average attainment level by direct method) + 20% (Average attainment level by indirect method).

12. The Results of CO Attainment:

The Results of CO attainment are provided in Annexure-B

FOR EXAMPLE:

COURSE CODE/TITLE: PAD-502 Public policy

  e.g. For end term and internal examination;

 i. Level-1: 20% students scored more than class average

 ii. Level-2: 30% students score more than class average;

 iii. Level-3: 40% students score more than class average

Average Marks in External examination: 62.42= i.e. 62.00

% Students score more than 46 is 14.28% i.e. Levl-0

Average Marks in Internal examination= 13.85 i.e. 14.00

% Students score more than 14 is 71.42%, i.e. Level-3

A (CO) PAD-502= 80% (0) +20(3)

   =0.6

Hence, The attainment level is Level-0 and the set target level is Level-2 and therefore the CO is Not attained.

Table No. 1.0: CO Attainment Level

MASTER OF PUBLIC ADMIN 20-30-40				
Course Title	**CO Attainment Value**	**CO Target Attainment Level**	**Fully Attained/ Not Attained**	**Remedial Measures**
Modern Administrative theory	2	2	**Fully Attained**	
Administrative thinkers	3	2	**Fully Attained**	
Comparative public administration & USA	0.6	2	**Not Attained**	Assignments, tutorials, coaching will be conducted.
Human Resource Management	3	2	**Fully Attained**	
Recent issues in Indian Administration	0.6	2	**Not Attained**	Assignments, tutorials, coaching will be conducted.
Management Thinkers	2.2	2	**Fully Attained**	
Office Management	1.4	2	**Not Attained**	
Local self-governance England, France & China	1.2	2	**Not Attained**	
Co-operative administration in India	3	2	**Fully Attained**	
Research Methodology	0.6	2	**Not Attained**	Assignments, tutorials, coaching will be conducted.
Public Policy	0.6	2	**Not Attained**	
Agricultural Administration in India	0.6	2	**Not Attained**	
Economic administration in India	0.6	2	**Not Attained**	
Public Relations	0.6	2	**Not Attained**	
Globalization in public relation context	0.6	2	**Not Attained**	
Post Modern Public administration	0.6	2	**Not Attained**	

Administration of International organization	0.6	2	**Not Attained**	
Management Science	0.4	2	**Not Attained**	

13. The Results of PO Attainment:

The Results of PO attainment are provided in Annexure-B

FOR EXAMPLE:

PO NO.: PO-5

(Note: Refer point No. 11 above which describes the attainment level and set target attainment level)

PO Attainment= 80% (Average attainment level by direct method) + 20% (Average attainment level by indirect method).

A (PO) 5 = 80% (0.6+0.6+0.6+0.6+0.6)/5 +20% (0.6)

=80% (0.6) + 20% (0.6)

= 0.6 i.e. Level-1. The Target Level is Level-2.

Hence, PO is Not attained.

Table No. 2.0 PO Attainment Level

PO/PSO number	Po Attainment Value	Target Attainment level	Fully attained / Not Attained	Remedial Measures
A	1.18	2	Fully attained	
B	1.23	2	Fully attained	
C	1.31	2	Fully attained	
D	1.28	2	Fully attained	
E	0.60	2	Not Attained	Assignments, tutorials, coaching will be conducted for the corresponding courses.

14. Planned Actions for Course Attainment:

The CO having attainment level less than Level-2 shall be addressed by designing the schedule for assignments, tutorials, exercise and remedial coaching.

15. Planned Actions for Program Outcome Attainment:

The PO having attainment level less than L-3 shall be addressed by designing the remedial measures for contributing courses of the respective PO.

ANNEXURE-B
RESULTS OF CO-PO ATTAINMENT

MASTER OF PUBLIC ADMIN 20-30-40				
Course Title	PO1	PO2	PO3	PO4
Modern Administrative theory	2	2	2	2
Administrative thinkers		3	3	3
Comparative public administration & USA	0.6	0.6	0.6	
Human Resource Management	3	3	3	
Recent issues in Indian Administration	0.6	0.6	0.6	0.6
Management Thinkers		2.2	2.2	2.2
Office Management	1.4	1.4		
Local self-governance England, France & China		1.2	1.2	1.2
Co-operative administration in India		3	3	3
Research Methodology	0.6	0.6		
Public Policy	0.6	0.6	0.6	
Agricultural Administration in India		0.6	0.6	0.6
Economic administration in India		0.6	0.6	0.6
Public Relations	0.6	0.6		
Globalization in public relation context		0.6	0.6	0.6
Post Modern Public administration		0.6	0.6	0.6
Administration of International organization		0.6	0.6	0.6
Management Science		0.4	0.4	0.4
	1.18	1.23	1.31	1.28

ANNEXURE-C

COURSE OUTCOMES

PUBLIC ADMINISTRATION

Western Political Theory

- Describe the concept of politics, political philosophy and political ideology.
- Describe different political theories under study.
- Compare the political theory, philosophies and ideology.
- Describe recent trends in political theory.
- Critically analyze the evolution of political theories in context to national development in general.

Theories of international relations

- Describe meaning, nature and importance of international relations.
- Describe the international relation theories under studies.
- Compare the international studies in context to the developmental issues.
- Explained evolution of Non-aligned movement.
- Describe National power, National interest Diplomacy, Human Rights, collective security.

Comparative Politics

- Describe the meaning and nature of comparative politics.
- Explain the modern approaches to study comparative politics.
- Describe the evolution and importance of of constitution.
- Describe, analyze and compare constitution in USA & UK in context to the India.
- Describe the Characteristics of Modernization- Social Mobilization and differentiation, Economic and Political Change, Approaches- Fascist, Evolutionary, Dialectical revolutionary and liberal.

State Politics in India

- Explain the dynamics of state politics in India.
- Describe the evolutionary nature of centre-state relationship in the country after independence.

- Analyze and explain crucial aspects of the state politics in India
- Describe Communalism, Regionalism and regional imbalance
- Explain the Role of Governor and Recommendations of Sarkaria Commission

Modern Political ideologies

- Analyze and describe the meaning and evolution of modern political ideologies.
- Describe liberalism, socialism , anarchism, fascism and fundamental political ideologies
- Compare the different ideologies stated above**.**

World Politics: Issues and Debates

- Describe the Meaning and difference between Disarmament and Arms control NPT, CTBT, PNE
- Describe the SAARC, ASEAN, OPEC, Group of 77, and their importance.
- Analyze and describe International Terrorism, International Inequality, Dependence-theory New
- International Economic- Order, Environmental issues and its impact on national development and international relations.
- Describe the concepts of Liberalization Privatization and Globalization and their impact/ effects on International Relations.
- Explain Cold war and its impact on world politics.

Western Political thought

- Analyze and describe the political thoughts under study.
- Compare the political thoughts.
- Analyze the impact of thought in the national/international development and relationship.
- Compare international political thoughts with national political thought.

Principles of Public Administration

- **Explain** basic Concept of Pub-Administration, Meaning, Nature and Scope of public administration.
- Describe the approaches to the study Public Administration, New Pub-Administration.
- Describe and compare different public administration theories under study.
- Describe the types of organization structure and functions of the staff.
- Analyze the Globalization, Liberalization & administrative reforms, changing role of public sector in the context of liberalization, public-private relations.
- Describe the structure and scope & benefits of Good Governance, Transparency, Right to Information, Ombudsman, Lokpal & Lokayukta.

Indian Political thought

- Analyze and describe the theoretical perspective of social reform movements in 19th century, social vs. political reforms
- Describe and compare the tradition of liberalization of the political thoughts of Dadabhai Navroji, G.K. Gokhale and M.G. Ranade.
- Describe Social, political and economic ideas of Mahatma Gandhi, Jay Prakash Narayan and Vinoba Bhave.
- Explain the Democrative socialism and communism: Pt. Jawaharlal Nehru, Ram Manohar Lohiya and S.A. Dange.
- Analyze and describe the "Hindu Nationalism: Revival tone of Aurbindo Ghosh, B.G. Tilak, Savarkar and Golwalkar ".
- Critically analyze the Indian political thoughts in the context to societal development and national development

Indian Foreign Policy
- Explain the meaning and changing nature of India's foreign policy.
- Analyze and describe the basic approaches to the foreign policy
- Explain elements in the making of foreign policy.
- Explain the features of Indian foreign policy.
- Analyze the political though as reflected in the Indian foreign policy.

Modern Trends in Political Theories

- Analyze and describe the current trends in political theory under study.
- Analyze and explain the divergent trends in the modern political theory under study.
- Critically analyze the modern political theories in the global context.

Constitutional process in India

- Explain the process of constitutional development in india.
- Describe various provisions, rights and duties and dignity of every citizen
- Explain the emphasis of constitution on secular values, liberty, equality, justice and fraternity.
- Analyze and describe the leadership requirement in the context of Indian constitution.
- Describe the structure and functions/scope at different level of legislation, judiciary and local government.

Political Analysis
- Analyse and describe the key issues related to political theory.
- Analyze and describe debate on the concepts like liberty, equality and a just social order from Liberal and Marxist perspectives.
- Describe the modern analytical trends that claim to break a new ground in the study of political theory

South Asia and the World

- Explain the south Asia frame work as the sub-system
- Analyze and describe the strategic environment in the south Asia countries/region
- Critically analyze the issues in the south Asia region and countries
- Describe Indian Strategic environment in the south Asia region.

Dr. B. R. Ambedkar on Caste: A Study of "Annihilation of Caste"

- Analyze and describe the socio-political problems within the framework of parliamentary system under caste-ridden system.
- Describe the impact of caste system in the developmental process of Indian democracy.
- Explain the caste discourse initiated by Dr. B. R. Ambedkar and describe the issues related to caste

Human Rights in India

- Explain the Meaning and Evolution of Human Right Concept based on the theories under study.
- Analyze and describe the incorporation of the human rights in Indian Constitution
- Analyze and explain the human right deprivation in India
- Explain the role of national Human Rights commission, state human right commission and human development index.